



2026 Open Enrollment

October 27–November 10, 2025

2026 Health and Welfare Benefits

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Agenda

- Overview
- What's Changing
- Picking a Medical Plan
- Additional Benefits To Consider at Open Enrollment
- Benefits Available Year-Round
- Next Steps



2026 Open Enrollment

October 27–November 10



What Is Open Enrollment?

Open Enrollment is your annual opportunity to review and update your benefits.

What You *Can* Do During Open Enrollment:



Elect or change benefits, such as:

- Medical, dental and vision plans
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- Buy-up benefits, such as life, disability and accident
- Voluntary benefits, such as critical illness and legal



Update your dependents:

- Add or remove dependents (spouse, children)
- Complete dependent verification, if required



Choose a new plan:

- If your health needs have changed
- If your provider network preferences have shifted
- If you want to adjust your costs or coverage

What You *Can't* Do After Open Enrollment:



Make changes (unless you experience a qualified life event, e.g., marriage, birth, loss of coverage)



Retroactively add dependents or change plans



Re-enroll in benefits if you miss the November 10 deadline

2026 Open Enrollment Ends November 10

Benefit Elections

Make your benefit elections 10/27–11/10

Rollover

2025 benefit elections rollover to 2026 **except** for FSA contributions

Review

Review your personal information:

- Dependent contact information
- Beneficiary information

Get Help

Use the **MyChoice Tool** for assistance selecting the right medical plan for you



Important!

Documentation is required to enroll NEW dependents in benefits. Check out the [Eligibility](#) page of **marvellbenefits.com** for details.

Resources

Open Enrollment Details

- Visit www.marvellbenefits.com/oe2026
 - Review 2026 benefits offerings
 - View plan changes
 - Join or watch a recording of an Open Enrollment webinar
 - Access plan documents and required legal notices
- Call the Marvell Benefits Center
 - Call 855-400-MRVL (6785)
6 a.m.–3 p.m. PT, Monday through Friday

General Resources

- Email myHR@marvell.com to open a ticket
- Join us on Slack: #benefitswellness-us
- Update your personal information (such as your address) in Workday
 - Access Workday using Single Sign-On (SSO) via Okta

To enroll: Single Sign On (SSO) to the Benefits Portal via Okta at marvell.okta.com

Refer to Open Enrollment Materials

- Have your Open Enrollment checklist available to review plans and make notes
 - Inside your Open Enrollment Magazine, mailed to your home in October
- Download the Open Enrollment Magazine at www.marvellbenefits.com/oe2026

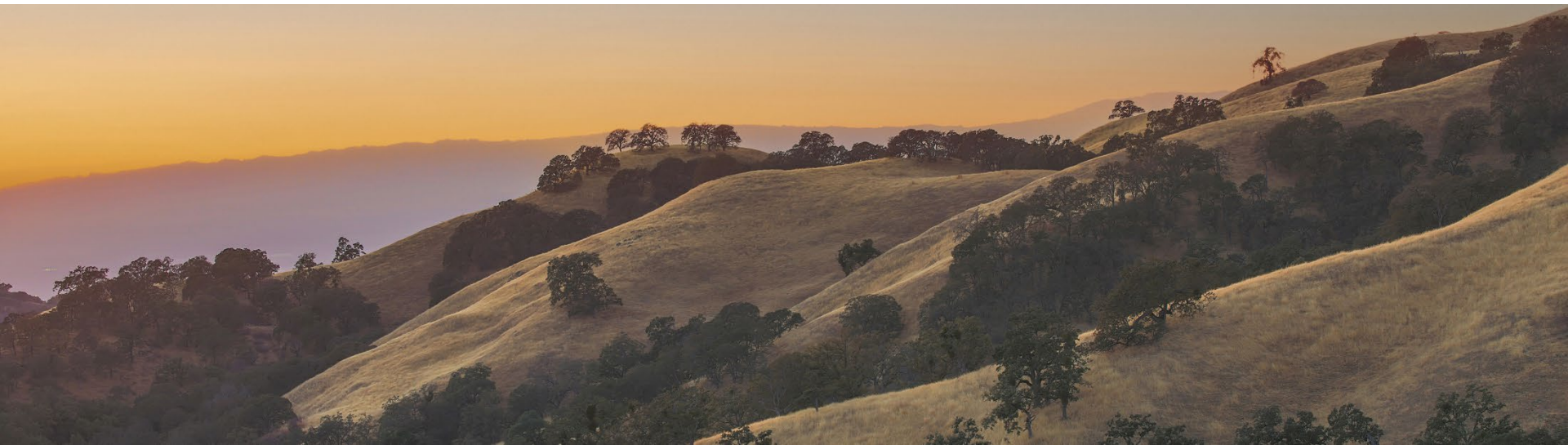
What's Changing for 2026?



Monthly Premiums

Beginning January 1, 2026

- Marvell will continue to cover 80% of medical plan costs
- Slight premium increases for all medical plans
- No premium increases for other benefits



Contribution Limits in 2026

HSA

The annual maximum contribution is increasing

- Employee: \$4,400
- Family: \$8,750
- 55+ Catch-up: \$1,000

FSA

Health Care FSA: \$3,400

Limited Health Care FSA:
\$3,400

Day Care FSA: \$7,500

***Reminder:** There is no rollover option for unused FSA funds*

401(k)

Contributions:

IRS has not yet announced changes for 2026

Picking a Medical Plan



2026 Medical Plans

Plan	Network	Summary
Important: All three Anthem plans have the same in-network providers.		
Anthem Exclusive	Anthem PPO*	In-network providers only moderate premiums low deductible and 10% coinsurance
Anthem Preferred	Anthem PPO and Out-of-Network Coverage	In- and out-of-network providers highest premiums deductible and 20% coinsurance
Anthem High Deductible	Anthem PPO and Out-of-Network Coverage	In- and out-of-network providers lowest premiums highest deductible and 10% coinsurance eligible for Health Savings Account
Kaiser (CA)	Kaiser HMO*	Receive care from Kaiser physicians and facilities, pay no deductible and only a copayment for most services

**Out-of-network coverage allowed for emergency and urgent care services*

2026 Medical: Monthly Contributions

Plan Option	Employee- and Marvell-Paid Premiums	Employee Only	Employee + Spouse/DP	Employee + Child(ren)	Employee + Family
Anthem Exclusive	EE	\$134	\$348	\$278	\$464
	MRVL	\$770	\$1,732	\$1,440	\$2,430
Anthem Preferred	EE	\$173	\$456	\$361	\$607
	MRVL	\$913	\$2,043	\$1,704	\$2,871
Anthem HDHP	EE	\$68	\$175	\$139	\$235
	MRVL	\$725	\$1,649	\$1,367	\$2,302
Kaiser HMO (CA)	EE	\$105	\$275	\$217	\$365
	MRVL	\$554	\$1,240	\$1,028	\$1,743

2026 Anthem Medical Plan Comparison

In-Network

		Exclusive (EPO)	Preferred (PPO)*	HDHP*
Deductible	Individual	\$100	\$300	\$2,000
	Family	\$300	\$900	\$2,800/\$4,000
Out-of-Pocket Maximums	Individual	\$2,000	\$2,000	\$5,000
	Family	\$6,000	\$6,000	\$10,000
Coinsurance		10%	20%	10%
Marvell HSA Contributions	Individual	N/A	N/A	\$700
	Family			\$1,500
Office Visits	Doctor	\$20	\$25	10%
	Specialist	\$30	\$35	
Other Care	Labs, Radiology, Inpatient	10%	20%	10%
	Urgent Care	\$20	\$25	10%
	Emergency Room	\$100 copay + 10%	\$100 copay + 20%	10%

**Plan covers out-of-network at different coverage amounts; see plan documents for details.*

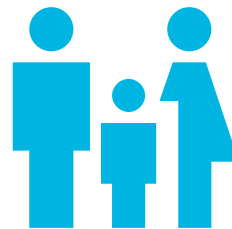
What plan is best for you?

Let's take a look at two examples:



James

Employee coverage



Susie

Family coverage

James' Employee Coverage Example

Medical Plan	Exclusive	HDHP
Deductible	\$100	\$2,000
HSA Contributions		
Marvell	N/A	\$700
James		\$1,000
James' medical costs	-\$10	-\$150
- Prescription drugs (Retail Tier 1) – \$150 - Exclusive: \$10 copay - HDHP: Subject to deductible and paid out of the HSA - Preventive physical and tests – \$350, covered at 100% for both plans		
James' annual medical payroll contribution	-\$1,608	-\$816
Exclusive \$134 x 12		
HDHP \$68 x 12		
Total Paid Out-of-Pocket	\$1,618	\$966
Balance in HSA (after James pays his medical costs)	N/A	\$1,550

Susie's Family Coverage Example

Medical Plan	Exclusive	HDHP
Deductible—Individual	\$100	\$2,000
Deductible—Family	\$300	\$2,800/\$4,000
HSA Contributions		
Marvell	N/A	\$1,500
Susie		\$2,000
Susie's medical costs		
▪ Preventive Care Services: \$600, covered at 100% for both plans	\$0	\$0
▪ Two Office Visits, \$350	-\$40	-\$350
▪ Two Prescription Drugs (Mail Order Tier 1), \$200	-\$40	-\$200
▪ Emergency Room Visit, \$2,000	-\$300	-\$2,000
Total Medical Costs	-\$380	-\$2,550
Susie's annual medical payroll contribution	-\$5,568	-\$2,820
Exclusive \$464 x 12		
HDHP \$235 x 12		
Total Paid Out-of-Pocket	\$5,948	\$5,370
Balance in HSA (after Susie pays her family's medical costs)	N/A	\$950

Using HSAs and FSAs



Health Savings Account (HSA)



Bank account through
Health Equity that you own



Must enroll in Anthem
HDHP medical plan
to qualify



Account used to pay
for eligible health
care expenses or save
for retirement

Funding Your HSA

- Marvell will contribute to your HSA in January:
 - \$700 for employee-only coverage
 - \$1,500 for family coverage
- You can also contribute pre-tax to your HSA up to the IRS maximum.
- You can start, change or stop contributions at any time.



Flexible Spending Accounts (FSAs)

Administered by Navia

Day Care FSA

- \$7,500 (\$3,750 if married and filing separate tax returns)
- Childcare expenses for children under age 13 or a disabled spouse/parent who resides with you

Health Care FSA

- \$3,400 per year (pre-tax)
- Medical, dental and vision expenses
- Available with Anthem Exclusive, Anthem Preferred, Kaiser HMO or if you waive medical

Limited Health Care FSA

- \$3,400 per year (pre-tax)
 - Dental and vision expenses only
-  Available only when enrolled in Anthem HDHP

Important:

Your 2025 FSA elections **will not roll over** into next year.

Note:



FSA dollars do not roll over year to year and have no grace period. Claims incurred before December 31, 2025, must be submitted by March 31, 2026, to be eligible for reimbursement.

HSA vs. FSA: What's the Difference?

Feature	Health Savings Account (HSA)	Flexible Spending Account (FSA)
Contribution Limits (2026)	- Individual: \$4,400 - Family: \$8,750 - Age 55+ Catch-up: \$1,000	- Health Care FSA: \$3,400 - Limited Purpose FSA: \$3,400 - Day Care FSA: \$7,500
Tax Benefits	Triple tax advantage: ✓ Pre-tax contributions ✓ Tax-free growth with investment ✓ Tax-free withdrawals for qualified expenses: Until you turn 65, withdrawals for eligible expenses are tax-free. After 65, your HSA becomes similar to an IRA.	Pre-tax contributions and tax-free withdrawals for qualified expenses
Rollover	Funds roll over year to year	No rollover: use it or lose it
Ownership	Funds in your account are yours to keep forever!	Owned by Marvell and not portable
Investment Option	You can invest funds once minimum balance of \$500 is met.	No investment option
Flexibility	You can change contributions anytime.	Contributions are set during OE and cannot be changed unless a qualifying life event occurs.

Key Takeaway: An HSA offers more long-term flexibility and savings potential. An FSA is great for predictable annual expenses but must be used within the plan year.

Additional Benefits

To Consider at
Open Enrollment



Delta Dental Plan

Plan Networks	Plan Coverage	Cost of Services
▪ PPO Network ▪ Premier Network ▪ Out-of-Network	▪ Two exams and cleanings per year (free if within PPO network) ▪ Basic and major services ▪ \$2,000 annual implant limit ▪ Adult/Child Orthodontia	▪ 20% of the cost for basic services ▪ 50% for major services and orthodontia

2026 Monthly Contributions *(no change from 2025)*

Employee Only	Employee + Spouse/DP	Employee + Child(ren)	Employee + Family
\$12	\$43	\$35	\$62

VSP Vision Plans

Two Networks

- VSP In-Network
- Out-of-Network

Base Plan

- Coverage for either glasses or contacts each year

Buy-Up Plan

- Receive glasses and contacts, a second pair of glasses, or a higher contact lens allowance

Cost of Services

- Stay in network to minimize out-of-pocket expenses
- Most services have a copay and/or an annual allowance

2026 Monthly Contributions *(no change from 2025)*

Plan Option	Employee Only	Employee + Spouse/DP	Employee + Child(ren)	Employee + Family
Base Plan	\$6	\$21	\$16	\$28
Buy-up Plan	\$11	\$32	\$26	\$44

Disability Insurance

Administered by Lincoln Financial Group

Short-Term Disability

(auto-enrolled, paid via payroll)

- 60% of weekly income up to *\$3,464, tax-free
- **California:** Voluntary Disability Insurance (VDI) through Lincoln

All Other Employees: STD through Lincoln

- Massachusetts: MA Paid Family and Medical Leave
Up to \$1,230.39 per week
- New York: New York State Paid Family Leave
Up to \$1,228.53 per week

Long-Term Disability

(auto-enrolled, company paid)

- 60% up to \$12,000 per month
- Coverage up to Social Security retirement age

Long-Term Disability Buy-Up

(optional)

- Employee-paid
- Increases monthly benefit to 65% up to \$20,000 per month
- Coverage up to Social Security retirement age

** 2026 Short-Term Disability rates will be finalized in Dec.*

Life Insurance

Administered by Lincoln Financial Group

Basic Life

(auto-enrolled, company paid)

- Coverage at 2.5 times base salary, max of \$1 million
- Imputed income on coverage over \$50,000 (no taxation upon payout)
- **Opt out of Basic Life** for coverage at \$50,000 to avoid imputed income

Optional Life Insurance for Employee

- Elect up to a max of \$1 million
- During OE, increase coverage by up to three increments of \$10,000 without EOI required, up to Guaranteed Issue amount

Optional Life Insurance for Spouse/Domestic Partner

- Elect up to a max of \$250,000
- During OE, increase coverage by up to three increments of \$5,000 without EOI required, up to Guaranteed Issue amount

Optional Life for Child(ren)

- Coverage up to \$10,000 per child

Accidental Death & Dismemberment Insurance

Administered by Lincoln Financial Group

Basic AD&D

(auto-enrolled, company paid)

- Coverage at 2.5 times base salary, max of \$1 million
- No imputed income, no taxation upon payout

Optional AD&D for Employee

(optional, employee paid)

- Coverage up to \$1 million

Optional AD&D for Spouse/Domestic Partner

(optional, employee paid)

- Coverage up to \$250,000

Optional AD&D for Child(ren)

(optional, employee paid)

- Coverage up to \$38,000

Supplemental Programs



Group Legal Plan with LegalEASE

Legal services for many types of common legal matters, including estate planning, family/divorce, elder law, residential real estate, traffic and misdemeanor

Cost:

- **LegalEASE Plan:** \$8.22 per pay period
- **LegalEASE Plan + Parent Coverage:** \$10.87 per pay period



Critical Illness with Lincoln Financial Group

Provides a lump-sum cash benefit (\$15,000 or \$30,000 for initial incident) to help cover expenses associated with a qualifying serious illness

Cost: Varies by age, coverage level



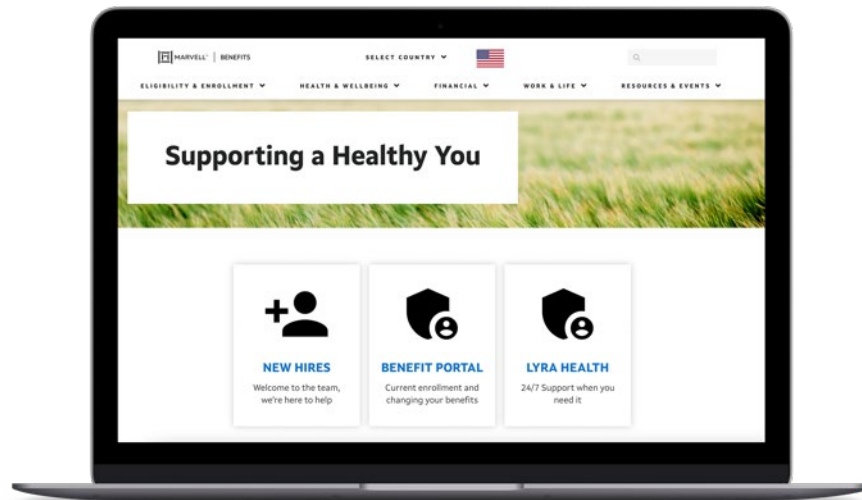
Limited coverage, review plan document prior to enrollment

Benefits Available Year- Round!



There's more to love year-round!

- Lyra Mental Health Benefit
- Cleo Caregiving Support
- 2nd.MD (medical second opinion)
- 401(k) with \$5,000 match
- Family benefits
- Commuter benefits
- SWORD physical therapy
- Support for LGBTQIA communities
- Employee Stock Purchase Plan
- Bloom pelvic therapy
- Tuition reimbursement
- Employee events
- Time off
- Recharge weekends



Visit marvellbenefits.com/us to explore all the benefits available to you.

Sword and 2nd MD

Testimonials



Bridget Paquette 🎧 8:12 AM

I tried Sword and really found it beneficial 😊



Expert Guidance with 2nd MD:



“[The 2nd MD specialist] **saw the issue in my X-ray that my doctor didn't**. We would have been treating the wrong issue if it wasn't for 2nd MD.”



“My Care 2nd MD Team Nurse was **the best partner I could have asked for** and made the whole process very easy. Her timely updates and constant communication were so appreciated, and she was **such a pleasure to work with!**”

Convenient Care with Sword:



“I appreciate the brevity it requires, and the terrific illustrations, **easy-to-follow directions** and game of muscle use. I like the workouts, looking forward to my improvements!”



“It is convenient to have a system **you can do at home** and **track your progress.**”



“The tablet and motion-tracker system help me **keep honest** about doing the exercises.”



“Sessions are going well and are actually easy. I'm definitely **seeing improvements, and it works!** I'm even able to avoid leakage during a sneeze and not go to the bathroom as often. I'm just like, Wow!”

Next Steps

Final reminders



Next Steps: October 27–November 10

1

www.marvellbenefits.com/oe2026

2

Open Enrollment 2026 > Make your 2026 Benefit elections

3

Single sign on via Okta to the Benefits Portal > Start here

4

Confirm your contact information (pulled from Workday) and dependent information

5

After completing your elections, print or save a copy of your confirmation
Single sign on via Okta to the Benefits Portal > Message Center

6

Review your beneficiaries

Learn More

- www.marvellbenefits.com/oe2026
 - Overview of 2026 offerings
 - Join an upcoming webinar or watch a recorded webinar on demand
- **Marvell Benefits Center**
 - Call 855-400-MRVL (6785), 6 a.m.–3 p.m. PT, Monday-Friday
 - Email myHR@marvell.com
 - #benefitswellness-us Slack Channel





Thank You



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